

VERMONT LABOR RELATIONS BOARD

NEW ENGLAND POLICE	)	
BENEVOLENT ASSOCIATION	)	
	)	
and	)	
	)	DOCKET NO. 19-15
IBEW LOCAL 300	)	
	)	
and	)	
	)	
TOWN OF LUDLOW	)	

ORDER

On April 3, 2019, the New England Police Benevolent Association (“NEPBA”) filed a Petition for Election of Collective Bargaining Representative, seeking to represent all full-time police officers, regularly scheduled part-time police officers and dispatchers of the Town of Ludlow Police Department, excluding the Chief of Police. The employees currently comprise a bargaining unit represented by IBEW Local 300. In response to the petition, neither the Town of Ludlow (“Employer”) nor IBEW Local 300 asserted that a collective bargaining agreement barred an election or raised unit determination questions. The Employer and IBEW Local 300 are parties to a collective bargaining agreement which is effective July 1, 2016, through June 30, 2019.

Labor Relations Board Executive Director Timothy Noonan conducted an election on May 21, 2019, in the training room of the Emergency Services Building, 19 West Hill Street, Ludlow, Vermont, among all full-time police officers, regularly scheduled part-time police officers and dispatchers of the Town of Ludlow Police Department, excluding the Chief of Police. Employees were asked in the election whether they desire to be represented for exclusive bargaining purposes by IBEW Local 300, the New England Police Benevolent Association, or neither.

IBEW Local 300, the NEPBA, and the Employer did not have an observer present during the election. 5 of 9 eligible employees voted. The results of the election were:

IBEW Local 300	0
New England Police Benevolent Association	5
Neither	0

As a result of this election, it is ordered:

1) IBEW Local 300 is decertified as the exclusive bargaining representative of all full-time police officers, regularly scheduled part-time police officers and dispatchers of the Town of Ludlow Police Department, excluding the Chief of Police, effective July 1, 2019.

2) The New England Police Benevolent Association is certified as the exclusive bargaining representative of all full-time police officers, regularly scheduled part-time police officers and dispatchers of the Town of Ludlow Police Department, excluding the Chief of Police, effective July 1, 2019.

Dated this 3rd day of June, 2019, at Montpelier, Vermont.

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/s/ Richard W. Park

By: 

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Richard W. Park, Chairperson